

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>ASU Jonesboro</u>	Total Years of Experience:	<u>5.5</u>
Certificate based on <u>MSE</u> Degree or		Years of Experience in this district:	<u>5.5</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>Elementary</u>
Social Security Number: _____		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Donna Alexander, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Donna Alexander,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 37,041.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 21, 2012. This contract replaces the contract issued on May 2, 2012.

Given this, the 21st day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College <u>UALR</u>	Total Years of Experience: <u>22</u>
Certificate based on <u>BS Degree or</u> _____ Semester Hours	Years of Experience in this district: <u>9</u>
Social Security Number: <u>[REDACTED]</u>	Grade or Subject to be taught: <u>Elementary</u>
	Member of Teacher Retirement: <u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Linda Arman, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Linda Arman,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ \$39,900.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board
David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 24

Certificate based on MSE Degree or
_____ Semester Hours

Years of Experience in this district: 22

Social Security Number: _____

Grade or Subject to be taught: Elementary Principal

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Nanette Belford, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 27th day of February 2012, agrees to employ Nanette Belford,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Principal and other duties for 12 months. The party of the second part represents that he/she holds a valid certificate, properly registered and issued by the State of Arkansas, sufficient to lawfully permit him/her to perform such duties as may be assigned under this agreement. Contract salary amount includes \$5,000.00 stipend for duties as Federal Coordinator.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; 12 Calendar months; from July 1, 2012 to June 30, 2013 or such other time as may be determined by the board.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 70,507.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: This agreement may be terminated for just cause. See attachment.

OTHER CONDITIONS OF EMPLOYMENT:

- A. Party of the second part to reside within the boundaries of the school district.
- B. Attendance at all athletic events is encouraged. However, attendance at all home football games and basketball games, including tournaments, is required.
- C. Party of the second part will remain on campus until all bus routes are completed.
- D. This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012.

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson
President of the School Board

David Strohl
Secretary of the School Board

ATTACHMENT TO PRINCIPAL'S CONTRACT

Suspension and/or Termination

Failure to render satisfactory performance as a principal shall be grounds for disciplinary action which may include suspension and/or termination. The lack of satisfactory performance may be described as, but not limited to, the following:

1. Incompetency
2. Misconduct
3. Neglect of duties
4. Insubordination
5. Failure to meet licensing requirements
6. Excessive absenteeism
7. Conviction of a crime involving moral turpitude

A principal may be suspended from duty with pay pending the investigation of charges which, if sustained, may result in termination of employment. If such investigation does not substantiate the charges, the principal shall be reinstated.

Party of the Second Part

Date

5-31-12

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 14

Certificate based on BSE Degree or _____ Semester Hours

Years of Experience in this district: 12

Social Security Number: [REDACTED]

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Danny J Besancon, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Danny J Besancon,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

PE and Athletics, or other duties as directed by the Principal, for a total of 240 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; 12 Calendar months; from July 1, 2012 to June 30, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 49,852.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Coaching Duties: Athletic Director (\$1000 stipend), Head Football Coach (\$2000 stipend) and Head Baseball Coach (\$1000 stipend)

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

[REDACTED]
Address (Party of the Second Part)

Rich Johnson
President of the School Board

David Strahl
Secretary of the School Board


It is important that the following information (which is not a part of the contract) be given.

Years of training: College Southwest Missouri State

Total Years of Experience: 27

Certificate based on BA Degree or
_____ Semester Hours

Years of Experience in this district: 6

Social Security Number: 

Grade or Subject to be taught: Agriculture

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Dale W Bitting, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Dale W Bitting,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Agriculture Teacher, or other duties as directed by the Principal, for a total of 240 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; 12 Calendar months; from July 1, 2012 to June 30, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 52,105.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)


TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012.

Party (Teacher)


Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 19

Certificate based on BSE Degree or
_____ Semester Hours

Years of Experience in this district: 6

Social Security Number: _____

Grade or Subject to be taught: Special Services

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Janet L Boothe, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Janet L Boothe,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Special Services, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 38,550.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 5

Certificate based on BSE Degree or
_____ Semester Hours

Years of Experience in this district: 5

Social Security Number: _____

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Stacey M Bowman, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Stacey M Bowman,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 32,250.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

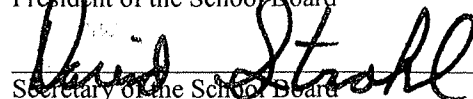
Given this, the 2nd day of May, 2012

Party of the ~~Second~~ Part (Teacher)

Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	Total Years of Experience:	<u>5</u>
Certificate based on <u>BA</u> Degree or	Years of Experience in this district:	<u>2</u>
_____ Semester Hours	Grade or Subject to be taught:	<u>High School</u>
Social Security Number: <u> </u>	Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Nathaniel Bradow, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Nathaniel Bradow,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

English, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student interaction, ten days will be professional development and two days will be parent/teacher conference.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 32,250.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012.

Party of the Second part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 23

Certificate based on MME Degree or
_____ Semester Hours

Years of Experience in this district: 19

Social Security Number: _____

Grade or Subject to be taught: High School Principal

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Roxanne W Bradow, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 27th day Of February 2012, agrees to employ Roxanne W Bradow,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

High School Principal and other duties for 12 months with days off to be determined by Superintendent or Board. The party of the second part represents that he/she holds a valid certificate, properly registered and issued by the State of Arkansas, sufficient to lawfully permit him/her to perform such duties as may be assigned under this agreement.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; 12 Calendar months; from July 1, 2012 to June 30, 2013, or such other time as may be determined by the board.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 67,379.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: This agreement may be terminated for just cause. See attachment.

OTHER CONDITIONS OF EMPLOYMENT:

- A. Party of the second part to reside within the boundaries of the school district.
- B. Attendance at all athletic events is encouraged. However, attendance at all home football games and basketball games, including tournaments, is required.
- C. Party of the second part will remain on campus until all bus routes are completed.
- D. Party of the second part shall be required to render twelve (12) months of full and regular service, except that he/she shall be entitled to ten (10) working days, excluding school holidays, annual vacation with full pay. One of said days may be used as personal day if desired. There shall be no carry-over of unused vacation days after August 1 of the succeeding fiscal year. No vacation days shall be granted during the two weeks before school opens in the fall or during the two weeks before school closes in the spring. The vacation days during the school term shall be limited to full days only, not to exceed 4 days. There shall be no more than two vacation days used in succession during the school term. Permission for vacation days may be obtained by submitting a request to the Superintendent, in whose office the record of vacation days due and used will be kept.
- E. Exception to any of these conditions must have the approval of the School Board.
- F. This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

ATTACHMENT TO PRINCIPAL'S CONTRACT

Suspension and/or Termination

Failure to render satisfactory performance as a principal shall be grounds for disciplinary action which may include suspension and/or termination. The lack of satisfactory performance may be described as, but not limited to, the following:

1. Incompetency
2. Misconduct
3. Neglect of duties
4. Insubordination
5. Failure to meet licensing requirements
6. Excessive absenteeism
7. Conviction of a crime involving moral turpitude

A principal may be suspended from duty with pay pending the investigation of charges which, if sustained, may result in termination of employment. If such investigation does not substantiate the charges, the principal shall be reinstated.

Party of the Second Part

Date

5/4/12

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 22

Certificate based on MSE Degree or

Years of Experience in this district: 22

Semester Hours

Grade or Subject to be taught: High School

Social Security Number:

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Deborah L Carlyle, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Deborah L Carlyle,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Social Studies, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 45,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Contract amount includes \$500.00 stipend for duties as Student Council Sponsor.

This contract is null and void if not signed and returned by June 2, 2012.

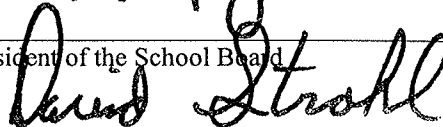
Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 2.5

Certificate based on BS Degree or

Years of Experience in this district: 2.5

Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: ~~XXXXXXXXXX~~

Member of Teacher Retirement: Non Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lindsay Carpenter, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lindsay Carpenter,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$31,125.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

~~XXXXXXXXXX~~
Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 14

Certificate based on BSE Degree or _____
_____ Semester Hours

Years of Experience in this district: 12

Social Security Number: [REDACTED]

Grade or Subject to be taught: High School

Member of Teacher Retirement: Non-Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lori A Caviness, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lori A Caviness,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Math and Science, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 36,300.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College HSU

Total Years of Experience: 8

Certificate based on BA Degree or
_____ Semester Hours

Years of Experience in this district: 4

Social Security Number [REDACTED]

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Rebecca Cox, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Rebecca Cox,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

High School, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 33,600.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 15

Certificate based on MS Degree or
Semester Hours

Years of Experience in this district: 6

Social Security Number: [REDACTED]

Grade or Subject to be taught: Special Services

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Mary E Craig, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Mary E Craig,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Special Services, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 41,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

[Signature]

President of the School Board

[Signature]

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 4

Certificate based on BSE Degree or

Years of Experience in this district: 4

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: ~~_____~~

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Holli Culbreath, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Holli Culbreath,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 31,800.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

~~_____~~
Address (Party of the Second Part)

Ricky Johnson

President of the School Board
David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 5

Certificate based on MSE Degree or

Years of Experience in this district: 5

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Kristie A D'Angelo, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Kristie A D'Angelo,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 36,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 29, 2012. This contract replaces the contract issued on May 2, 2012.

Given this, the 29th day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>UCA</u>	Total Years of Experience:	<u>16</u>
Certificate based on <u>MSE</u> Degree or		Years of Experience in this district:	<u>5</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>Administration</u>
Social Security Number: _____		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Matthew J Donaghy Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 27th day of February 2012, agrees to employ Matthew J Donaghy

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Superintendent of Schools

TIME: The time period covered by this contract is: _____ Months of School; _____ Days of School; 24 Calendar months; from July 1, 2012 to June 30, 2014, or such other time as may be determined by the board.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 86,563.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: This agreement may be terminated for just cause. See attachment.

OTHER CONDITIONS OF EMPLOYMENT:

- Mileage paid for personal vehicle for school business.
- Professional dues paid to three organizations.
- Party of the second part shall be required to render twelve (12) months of full and regular service per year, except that he shall be entitled to ten (10) working days, excluding school holidays, annual vacation with full pay. One of said days may be used as personal day if desired.
- Exception to any of these conditions must have the approval of the School Board.
- This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012.

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strohl

Secretary of the School Board


ATTACHMENT TO SUPERINTENDENT'S CONTRACT

Suspension and/or Termination

Failure to render satisfactory performance as a superintendent shall be grounds for disciplinary action which may include suspension and/or termination. The lack of satisfactory performance may be described as, but not limited to, the following:

1. Incompetency
2. Misconduct
3. Neglect of duties
4. Insubordination
5. Failure to meet licensing requirements
6. Excessive absenteeism
7. Conviction of a crime involving moral turpitude

A superintendent may be suspended from duty with pay pending the investigation of charges which, if sustained, may result in termination of employment. If such investigation does not substantiate the charges, the superintendent shall be reinstated.

Party of the Second Part 

5-29-12

Date

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 3

Certificate based on MS Degree or

Years of Experience in this district: 3

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Amber Edge, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Amber Edge,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ \$35,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 21, 2012. This contract replaces the contract issued on May 2, 2012.

Given this, the 21st day of May 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

[Signature]
President of the School Board

[Signature]
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 8

Certificate based on BSE Degree or

Years of Experience in this district: 1

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: ~~_____~~

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Ronna Edge, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Ronna Edge,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 33,600.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

~~_____~~
Address (Party of the Second Part) ~~_____~~

Ricky Johnson
President of the School Board

David Strahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 17

Certificate based on MSE Degree or
_____ Semester Hours

Years of Experience in this district: 17

Social Security Number: [REDACTED]

Grade or Subject to be taught: HS/ALE

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Judy L Foot, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of June 2012 agrees to employ Judy L Foot,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Secondary Curriculum and ALE Director, or other duties as directed by the Principal, for a total of 205 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 30, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 48,139 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by July 26, 2012. This contract replaces the contract signed and approved on June 2, 2012. Additional days (15) assigned by the Principal.

Given this, the 26th day of June, 2012

Party of the Second Part (Teacher)

President of the School Board

Address (Party of the Second Part)

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 17

Certificate based on MS Degree or
_____ Semester Hours

Years of Experience in this district: 1

Social Security Number: [REDACTED]

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Rodney Ford, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Rodney Ford,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Counselor, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$42,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May 2012

Party of the Second Part (Teacher) _____

[REDACTED]
Address (Party of the Second Part)

Ricky Johnson
President of the School Board

David Strahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>Harding</u>	Total Years of Experience:	<u>5</u>
Certificate based on <u>MSE Degree</u> or		Years of Experience in this district:	<u>4</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>High School</u>
Social Security Number _____		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Kassandra Freeman, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting the 26th day of March 2012 agrees to employ Kassandra Freeman,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Art, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 36,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

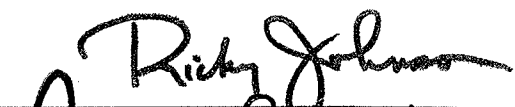
OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

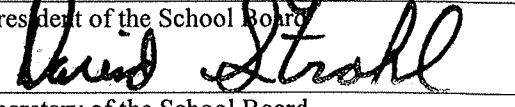
Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>ASU-Beebe</u>	Total Years of Experience:	<u>0</u>
Certificate based on <u>BS</u> Degree or		Years of Experience in this district:	<u>0</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>Elementary</u>
Social Security Number: <u>[REDACTED]</u>		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Elizabeth Furnell, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of June 2012 agrees to employ Elizabeth Furnell,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$30,000.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by August 11, 2012.

Given this the 11th day of July, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Stovall

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU-Beebe

Total Years of Experience: 2

Certificate based on BS Degree or
_____ Semester Hours

Years of Experience in this district: 2

Grade or Subject to be taught: Elementary

Social Security Number: _____

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Joanie Furnell, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Joanie Furnell,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$30,900.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 21

Certificate based on Med Degree or

Years of Experience in this district: 21

_____ Semester Hours

Grade or Subject to be taught: HS Counselor

Social Security Number _____

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Scarlett Golleher, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Scarlett T Golleher,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Guidance Counselor, or other duties as directed by the Principal, for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 6, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 47,148.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 8

Certificate based on BS Degree or
_____ Semester Hours

Years of Experience in this district: 0

Social Security Number: _____

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Jamie L Halijan, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 31st day of July 2012 agrees to employ Jamie L Halijan.

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Biology, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student interaction, ten days will be professional development and two days will be parent/teacher conference.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 33,600.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by September 9, 2012.

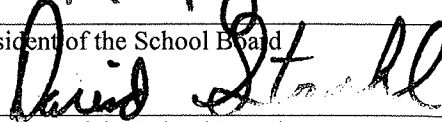
Given this, the 9th day of August 2012 .

Party of the Second Part (Teacher) ✓

Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 16.5

Certificate based on MS Degree or

Years of Experience in this district: 16.5

Semester Hours

Grade or Subject to be taught: HS Media

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Angela G Hambrick, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Angela G Hambrick,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

High School Media, or other duties as directed by the Principal, for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 6, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 45,080.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Contract amount includes \$300.00 for duties as Parent Committee Coordinator.

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 9.5

Certificate based on BSE Degree or

Years of Experience in this district: 8.5

_____ Semester Hours

Grade or Subject to be taught: High School

Social Security Number [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Michelle Harper, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Michelle Harper,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

High School Teacher, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 34,275.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

[REDACTED]
Address (Party of the Second Part)

Ricky Johnson
President of the School Board

David Strahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 38

Certificate based on BSE Degree or

Years of Experience in this district: 38

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Janet S Hayes, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Janet S Hayes,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 41,250.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 43

Certificate based on BSE Degree or

Years of Experience in this district: 6

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: _____

Member of Teacher Retirement: Retired

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Paulette Hurt, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Paulette Hurt,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$41,250.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Univ of Phoenix

Total Years of Experience: 7

Certificate based on BSE Degree or _____ Semester Hours

Years of Experience in this district: 0

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Richard Hutson, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 11th day of January 2013 agrees to employ Richard Hutson,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 105 working days. 94 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and one day will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 94 Days of School; _____ Calendar months; from January 7, 2013 to May 29, 2013

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 18,071.00 to be paid in 7 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by February 28, 2013.

Given this, the 29th day of January, 2013

Party of the Second Part (Teacher)

Ricky Johnson

President of the School Board

[REDACTED]
Address (Party of the Second Part)

[Signature]

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 3

Certificate based on MSE Degree or

Years of Experience in this district: 3

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: _____

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Whitney L Kelly, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Whitney L Kelly,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 35,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) ✓

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board


It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 31

Certificate based on MAT Degree or
_____ Semester Hours

Years of Experience in this district: 22

Social Security Number: 

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lyndi J Kerr, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lyndi J Kerr,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 46,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)


TERMINATION: _____


OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this the 2nd day of May 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part) 



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 5

Certificate based on BS Degree or
_____ Semester Hours

Years of Experience in this district: 5

Social Security Number: _____

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lauren King, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lauren King,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Mathematics, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 32,250.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 24

Certificate based on MAT Degree or
_____ Semester Hours

Years of Experience in this district: 18

Social Security Number: [REDACTED]

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Tammie R Lee, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Tammie R Lee,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 46,291.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College <u>UCA</u>	Total Years of Experience: <u>38</u>
Certificate based on <u>MSE Degree</u> or _____ Semester Hours	Years of Experience in this district: <u>38</u>
Social Security Number: <u>[REDACTED]</u>	Grade or Subject to be taught: <u>Elementary</u>
	Member of Teacher Retirement: <u>T Drop</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Monica S Lisko, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Monica S Lisko,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 46,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012 . . .

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

Ricky Johnson

David Strahl

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UofA-Fayetteville

Total Years of Experience: 3

Certificate based on MSE Degree or

Years of Experience in this district: 3

_____ Semester Hours

Grade or Subject to be taught: High School

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lindsey Loftin, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lindsey Loftin,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Business Education, or other duties as directed by the Principal, for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 6, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 37,674.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this the 2nd day of May, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

Richy Johnson
President of the School Board

David Strahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College _____

Total Years of Experience: 19

Certificate based on Masters Degree or
_____ Semester Hours

Years of Experience in this district: 2

Grade or Subject to be taught: K-12 GT Coordinator

Social Security Number: _____

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lisa Martin, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lisa Martin,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

K-12 Gifted & Talented Coordinator, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 43,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

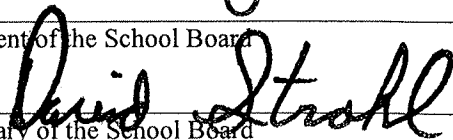
Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board



It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 9

Certificate based on BS Degree or
_____ Semester Hours

Years of Experience in this district: 8

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Michael B McDermott, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Michael B McDermott,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Physical Education and Coach, or other duties as directed by the Principal, for a total of 215 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 25, 2012 to June 14, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 40,180.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Coaching Duties: Assistant Junior High Football (\$600 stipend), Assistant Senior High Football (\$750 stipend) and Assistant Baseball Coach (\$300 stipend).

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 19

Certificate based on BS Degree or

Years of Experience in this district: 0

_____ Semester Hours

Grade or Subject to be taught: High School

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Tana Miller, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of June 2012 agrees to employ Tana Miller,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Family & Consumer Science, or other duties as directed by the Principal, for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 6, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 40,578.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by September 9, 2012.

Given this, the 9th day of August, 2012

Party of the Second Part (Teacher) _____

[REDACTED]
Address (Party of the Second Part)

Ricky Johnson
President of the School Board

David Stahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 21.5

Certificate based on MAT Degree or
_____ Semester Hours

Years of Experience in this district: 10.5

Social Security Number: [REDACTED]

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Kathy J Minton, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Kathy J Minton,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 45,041.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UT-Martin

Total Years of Experience: 22

Certificate based on BS Degree or
_____ Semester Hours

Years of Experience in this district: 7

Social Security Number:

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Paul W Moore, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Paul W Moore.

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Band and Choir, or other duties as directed by the Principal, for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 30, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 44,300.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Contract amount includes stipends for duties as Band Director (\$2000 stipend) and Choir Director (\$300 stipend)

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 12

Certificate based on MSE Degree or
_____ Semester Hours

Years of Experience in this district: 12

Social Security Number: _____

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lucinda G Munnerlyn, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lucinda G Munnerlyn,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 40,291.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

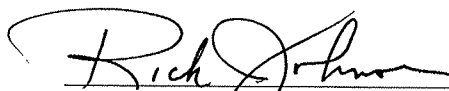
OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 29, 2012. This contract replaces the contract issued on May 2, 2012.

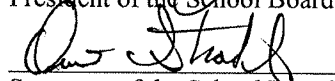
Given this, the 29th day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College William Woods University

Total Years of Experience: 14

Certificate based on MS Degree or
_____ Semester Hours

Years of Experience in this district: 14 ~~0~~

Social Security Number: [REDACTED]

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Renae Nelson, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 25th day of June 2012 agrees to employ Renae Nelson,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

HS Teacher & Coach, or other duties as directed by the Principal, for a total of 215 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 25, 2012 to June 14, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 49,224.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Coaching Duties: Head Girls Basketball (\$1500) and Head Girls Softball (\$1000)

This contract is null and void if not signed and returned by August 9, 2012.

Given this, the 9th day of July, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

Rick Johnson

President of the School Board

[Signature]

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 7

Certificate based on MSE Degree or

Years of Experience in this district: 6

_____ Semester Hours

Grade or Subject to be taught: K-12

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Wendy Perry, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Wendy Perry,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Literacy Specialist or other duties as directed by the Principal, for a total of 205 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 30, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 42,514.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

Address (Party of the Second Part) _____

Ricky Johnson

President of the School Board

David Strohl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>UCA</u>	Total Years of Experience:	<u>16</u>
Certificate based on <u>BS</u> Degree or		Years of Experience in this district:	<u>3</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>Elementary</u>
Social Security Number: _____		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and James Heath Prine, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ James Heath Prine,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary and Coach, or other duties as directed by the Principal, for a total of 215 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 25, 2012 to June 14, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 43,744.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Coaching Duties: Assistant Junior High Football (\$600 Stipend), Assistant Senior High Football (\$750 Stipend) and Assistant Track Coach (\$300 stipend)

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012,

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board
David Strohl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 38

Certificate based on MSE Degree or

Years of Experience in this district: 11

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Robert W Raney, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Robert W Raney,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Alternative Learning Environment, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 46,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 1

Certificate based on BS Degree or _____ Semester Hours

Years of Experience in this district: 1

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lucy Raper, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lucy Raper,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$30,450.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board
David Strohl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 19

Certificate based on BSE Degree or

Years of Experience in this district: 3

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number:

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Elizabeth Robinson, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Elizabeth Robinson,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary and Coach, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 38,550.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

Address (Party of the Second Part) _____

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 24

Certificate based on MSE Degree or
_____ Semester Hours

Years of Experience in this district: 24

Social Security Number: _____

Grade or Subject to be taught: Elem Media

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Mary E Rogers, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Mary E Rogers,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Media, or other duties as directed by the Principal, for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 6, 2012 to June 5, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 48,727.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 19

Certificate based on MAT Degree or

Years of Experience in this district: 18

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Rebecca E Shelman, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Rebecca E Shelman,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 43,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 7

Certificate based on MSE Degree or
Semester Hours

Years of Experience in this district: 5

Social Security Number: [REDACTED]

Grade or Subject to be taught: Elem Counselor

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Janan L Sickel, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Janan L Sickel.

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Counselor, or other duties as directed by the Principal, for a total of 122 working days. 108 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, four days will be used for student testing, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 24,265.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College <u>ASU</u>	Total Years of Experience: <u>2</u>
Certificate based on <u>BS Degree</u> or _____ Semester Hours	Years of Experience in this district: <u>2</u>
Social Security Number: <u>[REDACTED]</u>	Grade or Subject to be taught: <u>Elementary</u>
	Member of Teacher Retirement: <u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Jaime Skarda, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Jaime Skarda,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$30,900.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

(Party of the Second Part (Teacher) _____

[REDACTED]
Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strohl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>UofA-Fayetteville</u>	Total Years of Experience:	<u>27</u>
Certificate based on <u>MEd</u> Degree or		Years of Experience in this district:	<u>20.5</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>Pre-K</u>
Social Security Number: _____		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Vicki W Skarda, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Vicki W Skarda,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Pre-K, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 59,748.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

Contract includes \$2000.00 stipend for duties as ABC Program Director. Contract also includes \$10,957 for additional cleaning duties for the Pre-K building and classrooms.

This contract is null and void if not signed and returned by June 2, 2012.

Given this the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Ricky Johnson
President of the School Board

David Strohl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College	<u>Harding</u>	Total Years of Experience:	<u>0</u>
Certificate based on <u>BS Degree</u> or		Years of Experience in this district:	<u>0</u>
_____ Semester Hours		Grade or Subject to be taught:	<u>Pre-K</u>
Social Security Number: 		Member of Teacher Retirement:	<u>Contributory</u>

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Jennifer Linder, Party of the Second Part, agree as follows:

Smart

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 20th day of December 2012 agrees to employ Jennifer Linder,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Pre-K, or other duties as directed by the Principal, for a total of 100 working days. 94 days will be student-teacher interaction time, five days will be used for staff development and in-service training, and one day will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from January 7, 2013 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 15,789.00 to be paid in 7 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)


TERMINATION: _____

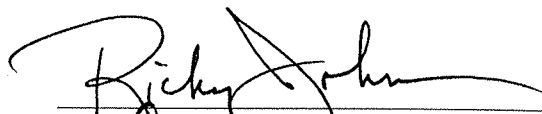
OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by February 28, 2013.

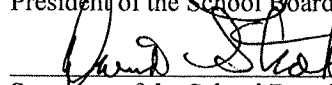
Given this, the 29th day of January, 2013

Party of the Second Part (Teacher)


Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UAM

Total Years of Experience: 5

Certificate based on MS Degree or
_____ Semester Hours

Years of Experience in this district: 0

Social Security Number: _____

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Billy Smith, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 28th day of January 2013 agrees to employ Billy Smith,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Special Education, or other duties as directed by the Principal, for a total of 86 working days. 80 days will be student-teacher interaction time, five days will be used for staff development and in-service training, and one day will be used for parent-teacher conference.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from January 28, 2013 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 16,652.76 to be paid in 6 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by March 8, 2013.

Given this, the 8th day of February, 2013

Party of the Second Part (Teacher),

Address (Party of the Second Part)

Ricky Johnson

President of the School Board

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 12

Certificate based on BSE Degree or
_____ Semester Hours

Years of Experience in this district: 6

Social Security Number: [REDACTED]

Grade or Subject to be taught: Elem Dean of Students

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Jason M Stewart, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012, agrees to employ Jason M Stewart,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Dean of Students and other duties assigned by the Principal for a total of 200 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences. Contract amount includes stipend for Golf Coach (\$500 stipend).

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from July 30, 2012 to May 29, 2013, or such other time as may be determined by the board.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 47,758.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

- A. Attendance at all athletic events is encouraged. However, attendance at all home football games and basketball games, including tournaments, is required.
- B. Handle all discipline for grades 9-12 when the High School Principal is off campus.
- C. This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012.

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Ricky Johnson
President of the School Board

David Strohl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 6

Certificate based on BA Degree or
 Semester Hours

Years of Experience in this district: 5

Grade or Subject to be taught: Elem Art

Social Security Number: [REDACTED]

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Candace D Taylor, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Candace D Taylor,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Art, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 32,700.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this the 2nd day of May, 2012

Party of the Second Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

Richy Johnson
President of the School Board

David Strahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 20

Certificate based on MSE Degree or

Years of Experience in this district: 20

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: _____

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Karen C Tipton, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Karen C Tipton,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 44,291.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UALR

Total Years of Experience: 21

Certificate based on BSE Degree or _____ Semester Hours

Years of Experience in this district: 10

Social Security Number: [REDACTED]

Grade or Subject to be taught: High School

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Angelia Tripp, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Angelia J Tripp,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Mathematics, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 39,450.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983)

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the 2nd Part (Teacher)

[REDACTED]
Address (Party of the Second Part)

[REDACTED]
[REDACTED]

Richy Johnson
President of the School Board

David Strohl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 26

Certificate based on BS Degree or

Years of Experience in this district:

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: _____

Member of Teacher Retirement: Non Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Susan Tucker, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 31st day of July 2012 agrees to employ Susan Tucker,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$41,250.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by September 9, 2012.

Given this, the 9th day of August, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Ricky Johnson

President of the School Board

David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 3

Certificate based on BS Degree or

Years of Experience in this district: 2

_____ Semester Hours

Grade or Subject to be taught: Elementary

Social Security Number: _____

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Lance Turner, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Lance Turner,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary Music, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 31,350.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher) _____

President of the School Board

Address (Party of the Second Part) _____

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 17

Certificate based on BA Degree or
_____ Semester Hours

Years of Experience in this district: 7

Social Security Number ██████████

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Stephanie L VanHouten, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Stephanie L VanHouten,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 37,650.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this, the 2nd day of May, 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson

President of the School Board
David Strahl

Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College Harding

Total Years of Experience: 14

Certificate based on MAT Degree or
_____ Semester Hours

Years of Experience in this district: 9

Social Security Number: _____

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Angela M Williams, Party of the Second Part, agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Angela M Williams,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 41,291.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 2, 2012.

Given this the 2nd day of May, 2012.

Party of the Second Part (Teacher)

Address (Party of the Second Part)

Richy Johnson
President of the School Board
David Strahl
Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College UCA

Total Years of Experience: 1

Certificate based on MAT Degree or
_____ Semester Hours

Years of Experience in this district: 1

Social Security Number: [REDACTED]

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Clint Williams, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Clint Williams,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$34,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein:

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 21, 2012. This contract replaces the contract issued on May 2, 2012.

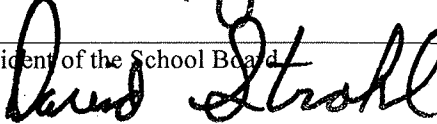
Given this, the 21st day of May 2012

Party of the Second Part (Teacher)

Address (Party of the Second Part)



President of the School Board



Secretary of the School Board

It is important that the following information (which is not a part of the contract) be given.

Years of training: College ASU

Total Years of Experience: 5

Certificate based on MSE Degree or
_____ Semester Hours

Years of Experience in this district: 5

Social Security Number: _____

Grade or Subject to be taught: Elementary

Member of Teacher Retirement: Contributory

TEACHER'S CONTRACT

STATE OF ARKANSAS

PARTIES: The HAZEN School District, Party of the First Part, and Julie C Young, Party of the Second Part,

agree as follows:

EMPLOYMENT: The Party of the First Part by a majority vote of the directors present at a legally held meeting on the 26th day of March 2012 agrees to employ Julie C Young,

Party of the Second Part as provided herein:

SERVICE: Party of the Second Part agrees to perform services as follows:

Elementary, or other duties as directed by the Principal, for a total of 190 working days. 178 days will be student-teacher interaction time, ten days will be used for staff development and in-service training, and two days will be used for parent-teacher conferences.

TIME: The time period covered by this contract is: _____ Months of School; 178 Days of School; _____ Calendar months; from August 13, 2012 to May 29, 2013.

COMPENSATION FOR SERVICES: Annual compensation under this contract is \$ 36,791.00 to be paid in 12 installments.

BOARD POLICIES: The personnel policies of each school district in effect at the time a teacher's contract is entered into or renewed shall be considered to be incorporated as terms of said contract and shall be binding upon both parties unless changed by mutual consent. (Act 224 of 1983) _____

CERTIFICATION: The Party of the Second Part certifies that at the date of this contract he or she is not under teaching contract with another school district except for part-time services shared by more than one school district which is listed herein: _____

REFUND OF UNEARNED SALARY: The Party of the Second Part agrees to refund to the school district any salary received for which no teaching services were rendered (Ark. Stat. 80-1331)

TERMINATION: _____

OTHER CONDITIONS OF EMPLOYMENT:

This contract is null and void if not signed and returned by June 21, 2012. This contract replaces the contract issued on May 2, 2012.

Given this, the 21st day of May, 2012

Party of the Second Part (Teacher), _____

Address (Party of the Second Part) _____

Richy Johnson

President of the School Board

David Strahl

Secretary of the School Board